

Interview Summary

The transition team really enjoyed the interview process and the opportunity to interact with members of the CRC of Nobleford. We witnessed some very positive surprises in our interviews. For example, a number of people told us a big part of how they contribute is in their positive attitude and a spirit of encouragement. We did notice that sometimes it is easier to remember what did not work so well in the past rather than what did work well.

Dialogue revealed that members who are more involved in church activities, whether in the forefront or behind the scenes, are more engaged in the life of the church.

Preaching was revealed as important. You also indicated music (especially singing and praise teams) connects with those attending worship services. Services with special themes touch listeners, as well as authentic, relational pastors who preach life application sermons and use visual illustrations.

When it comes to fellowship congregants indicated that multi-generational relationships and activities such as Bible Studies develop great connections with each other. A most significant aspect of our church family is that shared hardships and joys bind us together in God's love.

The CRC of Nobleford contains an active group of people of all ages who feel engaged when participating in the many church, larger community and broader mission opportunities. It was also a privilege to hear the dreams and wishes members have for the future of our church.

We will soon be taking everything we have learned in the last year and a half, and put it in to a report in which we share what we believe, as a team, the future direction should be for the church, and what kind of pastor will help us go there.

Note: the numbers in brackets are a count of how many times something was mentioned

Question 1. Reflecting on your entire experience in the church remember and be ready to describe a time when you felt most engaged, alive, and motivated. Think about what helped you feel that way.

Personal Involvement (66 mentions total broken down into the following:)

- Being on council (14 mentions – these are then part of the 66 above)
 - Visiting the elderly, home visits
- Gems (10)
 - Community kids attending
 - Bonding of counselors at Gems conferences
- Teaching Sunday School (6)
- Leading VBS (6)
- Teaching Cadets (5)
- Leading (5)
- Attending Young Couples Club/Weekenders (4)
- Attending Young Peoples (Young People’s Convention) (4)
- Teaching Catechism (3)
- Coffee Break (2)
- Attending Young Adults (2)
- Being on Building Committee (2)
- Being a Praise Team Member (2)
- Playing Piano
 - Being appreciated for playing
- Music (10)
 - Experiencing music (2)
 - Praise team (8)
 - Mix of contemporary and hymns
 - Younger generation involvement
- Fellowship (9)
 - Being welcomed (3)
 - Fellowship of the church (3)
 - Feeling the love of the church (the church is family)
 - Church Picnic (being a church family)
 - Talking about spiritual matters with friends, especially in times of trouble (bonding)
- Multigenerational activities (8)
 - Small group bible studies (5)
 - Getting to know multi generations (3)
- SERVE Trips (7)
 - Leading (2)
 - Youth involvement (5)
- Profession of faith classes (5)
- Applicable sermons, good preaching (5)
- Ladies Retreats & Women of Faith (5)
- Having children allowed parents to become more engaged (4)
- The transition process (learning, questioning and being challenged) (3)

Question 2A. Think about some of the most meaningful experiences you have had in times of worship. What part of worship most helps you connect with God?

Music (53)

- Singing (29)
 - Multicultural Music
- Praise Team (14)
- Sunday School kids singing (5)
- Playing music with a friend (2)
- Praise and Worship (other than Sunday Services) (2)
- Older Hymns
- Special Services (39)
 - Experiencing Special Services (7)
 - Billy Graham Crusades
 - Promise Keepers
 - Women's Retreat
 - ICS Spring Program
 - Youth Services (5)
 - Communion/Lord's Supper (4)
 - Baptism (4)
 - Profession of Faith (3)
 - Good Friday (3)
 - Thanksgiving (2)
 - Cadets (2)
 - Gems (2)
 - Prayer Day (2)
 - Funeral (grace and forgiveness) (2)
 - Christmas Eve
 - Men's Choir at Services
 - Reformation Day Service
- Engaged with sermon (28)
 - Personal Application or Experiences (10)
 - Contagious enthusiasm (2)
 - Link old testament with new testament (2)
 - Expository (2)
 - Visual Aids (2)
- Worship (6)
 - Other people doing congregational prayers (2)
 - Quiet time before service to focus
 - Children's messages
 - Other people reading scripture in services
 - Reading the ten commandments
- Devotions (5)
 - Small group
 - Family
 - Individual
 - Gems Counselors
 - Men's Bible Study

Question 2B. Of all the pastors you have experienced, what personal qualities in them have most helped you in your faith walk and spiritual growth?

- Willingness to share their past to help others (connecting with congregation, life experiences) (16)
 - Seeing a connection between the pastor's life and his sermons (2)
- Approachable/Personable (19)
- Be Real and Genuine (14)
 - Knowing their own strengths and weaknesses (5)
- Developing Relationship (13)
 - Relates to all ages (4)
 - Relates to community (2)
- Husband/Wife Team (supporting each other) (10)
- Not afraid to challenge from the pulpit (9)
- Teaching Catechism and Profession of Faith (7)
- Caring on and off the pulpit (7)
- Humbleness (6)
- Socially involved with congregation/inviting and hospitable (6)
- Know congregation and their individual needs (5)
- Knowledgeable: scriptural backup with doctrinal teaching, reformed theology (4)
- Teaching with real examples (3)
- Passion for preaching, commitment from the heart (3)
- Use language that we can all understand, explains things well (3)
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Question 2C. Tell of a sermon that particularly worked for you. Of all the preaching you have heard in the church what has made sermons most effective for you? How did they become effective?

- Life Application (16)
 - Tools for living
 - Current events
 - Connections
- Visual Illustrations (16)
 - Metaphor Preaching (3)
 - Ten Posts Sermon
 - Triangulation
 - Heart Change
- Pastor engaged, emotional, passionate/delved into sermon (12)
- Pastor's personal experience (8)
- Sermons that relate to the occasion (special services: cadets/baptism) (6)
- More in depth (researched) sermons (3)
- Doctrinal/Theological Sermons (3)
 - Preaching Sin, Salvation, Service
 - Catechism
- Grace related sermons (2)
- Sermon Series (2)

Question 2D. Do you have an example of when have seen leadership in action in the church that impressed you and helped you? *(Note: This Question was not asked in every interview)*

- Wisdom of the Council –doing what needs to be done in tough times (5)
- Impressed by councillor commitment in cadets (4)
- People who see a need, step up and put in the time (4)
- Youth Elders (2)
- Commitment of the building committee (2)
- People who lead singing for the little ones

Question 2E. Describe a time in your life when the fellowship of other church members really helped your faith and spiritual growth.

- Tragedy Brings Us Together (fellowship of those who walk the same or similar road) (17)
- Fellowship with Church Family (8)
- Bible Studies (multigenerational) (7)
- Welcoming to new members (6)
- Coffeebreak (5)
- Prayer Partners for Serve Trips (laying of hands during prayer) (5)
- Safe Sharing Environment (5)
 - Depth & Vulnerability in small groups (2)
- Financial and Prayer Support for Mission Trips (4)
- Spiritual Mentor (3)
- Meals supplied for babies and the sick (3)
- Young Peoples (3)
- Bridal Showers (2)
- Woman's Retreat (2)

Question 2F. What are your most valued experiences out of all the ways we connect with the local community, the nation and the world in order to share the good news with them?

- Gems (17)
- Cadets (17)
- VBS (15)
- Burger Bash (11)
- Coffeebreak (8)
- Serve Trips (7)
- Supporting Denominational Ministries Financially (4)
 - Supporting/Partnering with Missionaries
- Interaction with local people who went on Mission Trips (3)
- Connections with the Community
 - Personal Connections (5)
 - Community Outreach (3)
 - Coaching Soccer (2)
 - Spaghetti Supper (2)
 - Sr. Singing (2)
 - Church Bazaar (2)

**Question 2G. You have permission to set humility aside for a moment; this is important information we need:
What are the most valuable ways you yourself contribute or have contributed to our church's ministry?**

- Teaching/helping with Sunday School (15)
- Having an attitude or spirit of: (11)
 - Positive (5)
 - Genuineness
 - Forgiving
 - Being Inclusive
 - Non-Judgemental
 - Inviting people to events
 - Giving (financially)
- Gems Leader (11)
- VBS Leader (10)
- Council Members (9)
- Catechism Teachers (9)
- Music (9)
 - Playing Music (5)
 - Praise Team (4)
- Building Relationships through Fellowship (7)
- Leadership Organization (7)
- Cadets (6)
- Youth Elder (5)
- Nursery (5)
- Reading Sermons (3)
- Prayer (3)
- Supporting Spouse on Council (2)
- Various Ways of Serving
 - Serve Trip & Going Global (3)
 - Maintenance (2)
 - Cooking & Baking (2)
 - Treasurer (2)
 - Building Committee (2)
 - Coffee at church (2)
 - Tot Time (2)
 - Sr. Singing (2)
 - Kitchen Supply, Worship Advisory, Usher, YP President, Coffeebreak, Tech, Youth Service, Bulletin Editor, Visiting One on One, Curriculum Development, Hosting YP, Evangelism Committee, Building Relationship with Pastor and Family, Bible Study Leader, Initiating New Things in the Week

**It is important to remember that Dreams and Wishes was a probe into the imaginations of the congregation. Please read the report with an open mind, and note that it is not a recommendation from the transition team or council.*

Question 3. Share positive dreams or wishes for the future of our church in short phrases, starting with the words "I wish the Nobleford CRC _____" or "I dream of the Nobleford CRC _____."

Church Building Used To Connect To the Community

The Church more of a community building (+18)

- Day care (+3)
- Library (+3)
- Evening coffee house (+1)
- mini thrift store
- Gym
- Games room
- Food Bank

Welcoming the Community (+6)

- People feel welcome
- Reaching out to new people, continue to be a warm, vibrant and welcoming church
- Church known as loving family, walk the talk
- Community members feel part of the church family

Local mission oriented church (+1)

- Seeing non-believers come into the building and becoming Christians

Youth more included from the community (+1)

- Friday Saturday youth night, movies, games, with open mic to share experiences

Community garden

Opening men's breakfast

ESL (English as Second Language) courses

Friendship Ministries

Church Ministries & Programs

Small groups/Bible Studies/ Multigenerational (+4)

Youth (+3)

- Good Young Peoples Program
- Vacation Bible School GEMS and Cadet Explosion
- Activities for Grades 7,8,9

Supper club (+3)

- Pot Luck Supper
- Church Picnic made into a pot luck

Small group working on project

Worship

Start youth involvement at a younger age (+3)

- Kids Praise Team (+1)

Praise team more often (+1)

Preaching the word from what God wants not what we want (+1)

More youth involvement in the service/youth services (+1)

Sermon in Second Service replaced with Bible study

Sing children's songs during the service

HOPES

Unity/Tolerance +16

- Generational unity +2
 - All ages equally valued and accepted
 - Continuing the multi-generational church
- A place where it is safe for all sinners (+1)
- Not losing the good things but moving forward staying unified
- Everyone always included
- More tolerant, open and intimate with each other
- We continue to flourish and adapt and work in harmony
- Not being legalistic, judgmental

Growth/Vision/Enthusiasm (+9)

- Having a church that knows what it wants/vision (+1)
- Church alive in the spirit
- Continue to grow in enthusiasm
- Continual growth for the church
- Keep growing spiritually and numbers
- More families staying
- Relationship with God
- Stay focused on what we are here for-God

More fellowship between groups +5

- People will be more energetic and have more fellowship
- More inclusive and welcoming
- Relationship building
- Want church family to continue to be involved- meals for new one in the family
- Being approachable to people in need

Continuous Bible based reforming +3

Good leadership as a whole in the church +2

- Have 'someone' to find the strength in people so they feel needed
- Hope we always have those who step up when a job needs to be done

Young people come on fire for the Lord (+1)

- Youth more involved

Look for the good in any pastor and be aware of the blessing he may be to others (+1)

- Be open and welcoming to the new pastor

Missions

Financial support for people going on missions

Disaster drive-send stuff overseas

Pastor

Energetic preacher who keeps the youth (+1)

Good preaching

Bring deeper living for God

Gives us lots of love

Youth pastor

Strong, with good leadership

Uplifting

Pastor & wife team

Other: People sacrifice for a cause

New parsonage